

OHIO UNIVERSITY
ATHENS, OHIO 45701

BOARD OF TRUSTEES

April 12, 1976

To: Those listed below*

From: Robert E. Mahn, Secretary of the Board *Robert E. Mahn*

Subject: Minutes of April 3, 1976, Meeting of the Board

Enclosed for your file is a copy of the April 3 minutes. This draft will be presented for approval at the next regular meeting of the Board.

REM:cs

* Chairman and Members of the Board
Dr. Konneker
Dr. Ping
✓ Mr. Mahn (2)
Senior Administrators
Archivist (2)
Resident Auditor

MINUTES OF THE MEETING OF
THE BOARD OF TRUSTEES OF OHIO UNIVERSITY

Saturday, April 3, 1976, 1:30 p.m.
Room 319, Vernon R. Alden Library
Athens, Ohio

I. ROLL CALL

Dr. Charles E. Holzer, Jr., Chairman, G. Kenner Bush, Fred H. Johnson, J. Grant Keys, William A. Lavelle, Donald A. Spencer and Milton J. Taylor were present. This constituted a quorum. Mrs. Dorothy Johns and Mrs. J. Wallace Phillips were unable to attend, as was Wilfred R. Konneker, who sits with the Board by invitation as president of the Ohio University Alumni Board. Also present were President Charles J. Ping and Secretary Robert E. Mahn.

II. THE AGENDA ITEM

Chairman Holzer invited Mr. Johnson, Chairman of the Budget, Finance and Physical Plant Committee, to present the recommendation of his committee on the preliminary report on planning for 1976-77 and an outline of a budget plan. Mr. Johnson invited President Ping to comment on the several parts of the material that had been submitted to Board members, namely a) Projected Unrestricted Income for the Athens Campus for Fiscal Year 1976-77, b) Program Changes, and c) Salary Adjustments for Faculty and Administrative Staff.

The President reviewed the materials in detail and called attention to the changes from the current budget base (budget approved in November, 1975) contained in the Summary Comparison. Studies consulted in arriving at suggested respective raise pools for faculty and administrative personnel were cited. The President stated that the 1976-77 operating budget would be presented for review action at the May meeting of the Board, and that the budget would reflect the

Meeting of
April 3, 1976

Faculty Compensation

new administrative structures.

Mr. Johnson moved approval of the preliminary report on planning for the 1976-77 academic year and approval of the outline of the 1976-77 budget plan. Mr. Keys seconded the motion.

RESOLUTION 1976--265

WHEREAS, the Ohio University Board of Trustees has been granted the full power and authority on all matters relative to the administration of the University,

THEREFORE, BE IT RESOLVED that the Board of Trustees receives the preliminary report on planning for the 1976-77 academic year and approves the outline of the 1976-77 budget plan.

BE IT FURTHER RESOLVED that the Board of Trustees will review and act on the operational budget for 1976-77 at the next stated meeting of the Board. Further that the Board of Trustees authorizes the President to prepare contracts to implement adjustments for faculty and staff in the next fiscal year in accordance with the outline of budget plan for 1976-77 presented at the April 3, 1976, meeting of the Board of Trustees.

Mr. Bush asked the President to comment on the enrollment projection. The President explained that at the time it was made there was some question as to whether it could be realized, but that as of now it might be conservative on the basis of applications received and improved retention rates.

Approval of the resolution was unanimous. The collection of documents referred to appears as Attachment 1.

Mr. Johnson read statements on Faculty Compensation and Administrative Contract Salaries which he said represented the opinion of the Budget, Finance and Physical Plant Committee. He expressed the hope that all members of the Board would concur in this opinion.

April 3, 1976

TRUSTEE STATEMENT ON FACULTY COMPENSATION

I would like to take this opportunity to say that the Trustees join with President Ping in setting improvement in faculty salaries as the number one priority for 1976-77 and the following two biennia.

Ohio University has an outstanding faculty deserving of appropriate increases; over the past few years, however, the salary for our faculty has not kept pace with other institutions in Ohio. As recently as 1973-74 the average salary for Ohio University faculty ranked fourth among all Ohio public universities. This year our salaries were eighth out of the ten institutions reporting.

On a national level our ranking is equally poor. According to the 1974-75 American Association of University Professors salary survey, Ohio University was placed in the lowest category for each faculty rank for comparable institutions.

It is reasonable and proper, therefore, that the Trustees support the President in his efforts. The raise pool for next year and the new minima by rank are significant first steps in upgrading faculty salaries. As President Ping indicated last fall, however, this is a task which will take several years. We will have to run very hard each year to achieve relatively little gain on other institutions. Nonetheless, our goal is to move the average faculty compensation at Ohio University into the upper quartile in Ohio as we begin the decade of the 1980's.

April 3, 1976

TRUSTEE STATEMENT ON ADMINISTRATIVE CONTRACT SALARIES

The fact that we are establishing one raise pool for faculty and another for administrative personnel deserves an explanation.

I have already commented on the reasons for the emphasis on faculty compensation. National surveys of selected administrative salaries indicate quite clearly that Ohio University falls within the average range for institutions of our size. The most recent of these surveys is the 1975-76 Administrative Compensation Survey Research Report prepared by the College and University Personnel Association. The recommendation reflects a judgment that administrative salaries at Ohio University do not need the remedial attention required for faculty salaries.

We have a strong administrative staff. The Board needs to take note of this fact and pledge its continued effort to provide fair and equitable salary levels for the administration as well as the faculty.

It should be further noted that we have internal problems with a number of positions in terms of responsibility and compensation. As a short run measure, the most extreme internal inequities will be alleviated somewhat by using the pool set aside for adjustments. In the long run, however, the solution lies in the development of a more rational compensation policy for all administrative positions. President Pirg has indicated that he will initiate, through appropriate offices, the development of a comprehensive salary policy with implementation to begin in 1977-78.

Approval of the motion was unanimous. The President expressed appreciation for the action.

Chairman Holzer stated that this completed the business of the meeting. He called for an executive session of the Board to hear a progress report from President Ping on prospective appointment of personnel, such a session being valid under the Ohio Open Meetings Law.

The executive session, which convened at 2:00 p.m., terminated at 2:30 p.m., at which time the meeting was again declared open.

IV. GENERAL DISCUSSION--ROLL CALL OF MEMBERS

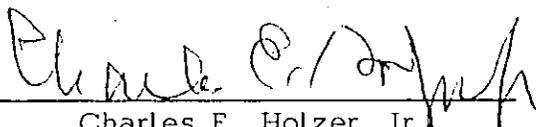
There were no comments by members or the President.

V. ADJOURNMENT

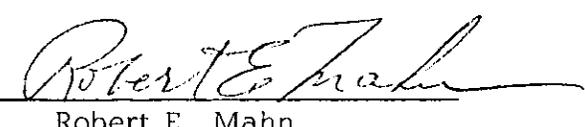
The Chairman declared the meeting adjourned at 2:40 p.m.

VI. CERTIFICATION OF SECRETARY

Notice of this meeting and its conduct was in accordance with Resolution 1975--240 of the Board, which resolution was adopted in accordance with Section 121.22(F) of the Ohio Revised Code and of the State Administrative Procedures Act.



Charles E. Holzer, Jr.
Chairman



Robert E. Mahn
Secretary

April 3, 1976

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RESOLUTION 1976 --

WHEREAS, the Ohio University Board of Trustees has been granted the full power and authority on all matters relative to the administration of the University,

THEREFORE, BE IT RESOLVED that the Board of Trustees receives the preliminary report on planning for the 1976-77 academic year and approves the outline of the 1976-77 budget plan.

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OHIO UNIVERSITY
PROJECTED UNRESTRICTED INCOME
ATHENS CAMPUS
FISCAL YEAR 1976-77

	<u>Revised</u> <u>1975-76</u>	<u>Proposed</u> <u>1976-77</u>	<u>Increase/</u> <u>(Decrease)</u>
State Appropriations:			
Subsidy	\$18,720,656	\$21,000,560	\$2,279,904
Supplement	1,960,000	500,000	(1,460,000)
Less Resident Credit Centers	<u>(862,400)</u>	<u>(880,000)</u>	<u>(17,600)</u>
Total Appropriations	19,818,256	20,620,560	802,304
Student Fees	12,684,000	13,814,853	1,130,853
Other Income	1,206,000	1,152,000	(54,000)
Branch Overhead	611,000	611,000	-0-
Transfer From Regional Campuses	<u>100,000</u>	<u>100,000</u>	<u>-0-</u>
Total	34,419,256	36,298,413	1,879,157
Income Designated For Specific Programs			
Summer School	67,600	85,600	18,000
Teacher Corp	67,600	-0- (A)	(67,600)
Nursing	132,000	240,000	108,000
Graduate Programs	130,000	-0- (A)	(130,000)
Study Abroad Programs	<u>-0-</u>	<u>18,200</u>	<u>18,200</u>
Total Designated Income	397,200	343,800	(53,400)
Osteopathic College			
Developmental Appropriation (State)	171,500	495,000	323,500
Student Fees	-0-	40,000	40,000
Patient Services	-0-	50,000	50,000
Application Fees (Students)	<u>-0-</u>	<u>5,000</u>	<u>5,000</u>
Total Osteopathic College	171,500	590,000	418,500
Beginning Balances			
Unappropriated	140,560	-0-	(140,560)
Appropriated	<u>64,866</u>	<u>-0-</u>	<u>(64,866)</u>
Total Beginning Balances	205,426	-0-	(205,426)
Grand Total	<u>\$35,193,382</u>	<u>\$37,232,213</u>	<u>\$2,038,831</u>

NOTE A:

These programs are included in student fees for 1976-77.

April 3, 1976

Having read the statements, Mr. Johnson moved that the statements be made a part of the record of the meeting and be declared to be the consensus of the Board. Mr. Keys seconded the motion, which was unanimously approved.

RESOLUTION 1976--266

RESOLVED that the Trustee Statement on Faculty Compensation and the Trustee Statement on Administrative Contract Salaries be made a part of the record of the April 3, 1976, meeting of the Board of Trustees of Ohio University. Further that these Statements be declared to be the consensus of the Board of Trustees.

III. SPECIAL ITEM OF BUSINESS

Chairman Holzer stated that an additional item of business would come before the Board, stemming from the commitment made by the Board to review the President's salary before the close of the fiscal year. Mr. Keys, he stated, would offer a resolution.

RESOLUTION 1976--267

RESOLVED that, in carrying out its mandate to review the President's salary at mid-year and having determined it to be inadequate in comparison with compensation at comparable institutions, the President's compensation from April 1, 1976, be at the annual base rate of \$49,000.

Mr. Taylor seconded the motion.

Mr. Keys stated that the increase was justified because the President's salary was low in comparison with those of presidents of Ohio's state universities and because of the new vitality and spirit Dr. Ping had engendered. Mr. Johnson reported that the President's salary had been at the bottom of those of Ohio's state university presidents.

OHIO UNIVERSITY
Inter-Office Communication

DATE March 26, 1976

TO Charles J. Ping, President

FROM William L. Kennard, Controller

SUBJECT ANALYSIS OF THE PROJECTED CHANGES IN INCOME BETWEEN
FISCAL YEARS 1975-76 AND 1976-77 - ATHENS CAMPUS

Following is an analysis of the projected changes in unrestricted income for the Athens Campus between the years 1975-76 and 1976-77.

State Appropriations - Increase \$802,304

1. 2% Reduction by Governor in fiscal year 1975-76 which is not applicable to 1976-77.	\$ 404,454
2. Subsidy increase contained in H.B. 155 for fiscal year 1976-77.	1,897,850
3. Reduction in operating supplement in fiscal year 1976-77 per H.B. 155.	<u>(1,500,000)</u>
Total	\$ 802,304

NOTE:

The revised 1975-76 budget is the budget approved by the Board of Trustees in November 1975. As such, it excludes over earned subsidy in the amount of \$28,000 (excluding correspondence).

Student Fees - Increase \$1,130,853

1. Annualization of the fee increase previously approved by the Board of Trustees effective winter quarter 1975-76.	\$ 226,300
2. Change in attrition rate from 94.0% in fiscal 1975-76 to 94.5% for fiscal 1976-77. The 94.5% is representative of current attrition.	64,000
3. The 1976-77 fee income recognizes an enrollment increase of 451 students (headcount). Fall quarter 1975-76 enrollment was 12,471 including 2,443 new freshman. Fall quarter 1976-77 enrollment is expected to be 12,922 including 2,850 new freshman. The aforementioned enrollments and fee income exclude continuing education students which are included under the self funding policy and nurses who are included in income designated for specific programs.	661,153

Student Fees - Increase \$1,130,853, Continued

4. The 1976-77 fee income includes Teacher Corp and Graduate Programs which were designated as specific programs in 1975-76. See income designated for specific programs below.	\$ 197,600
5. The 1976-77 plan designates \$130 fee income per student to support Study Abroad Programs. Anticipated students studying abroad are 140.	<u>(18,200)</u>
Total	\$ 1,130,853

Other Income - Decrease \$(54,000)

1. Loss of interest on investments which is due primarily to reduction in interest rates.	\$ (150,000)
2. Reduction in student charges for late registration penalties, change orders, diplomas, transcripts, fines, etc.	(19,000)
3. Increase in application fees.	12,000
4. Reduction in parking fines (student, faculty, staff and public).	(15,000)
5. Increase in endowment, recovery of indirect costs and rentals.	29,000
6. Rate increases for fees charged for applications, transcripts, change orders, etc. See attached memo from Jim Hartman for detailed increases in rates.	<u>89,000</u>
Total	\$ (54,000)

Income Designated For Specific Programs - Decrease \$(53,400)

1. The revised 1975-76 designated summer school income budget was equal to incremental costs incurred for summer school, rather than total income generated from the incremental courses. The 1976-77 plan anticipates designating total income generated from incremental courses at last years activity which increases designated income by \$15,000. In addition, the fee increase previously approved by the Board of Trustees effective winter quarter 1975-76 will increase summer income (designated) by \$3,000.	\$ 18,000
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Income Designated For Specific Programs - Decrease \$(53,400), Continued

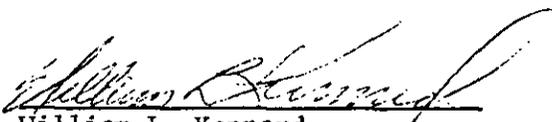
2. Income designated in 1975-76 for Teacher Corp and Graduate Programs resulted from these programs being incremental to the original budget for 1975-76. These programs are not considered incremental for the 1976-77 plan and, as such, are included in student fees. Please refer to student fees above.	\$ (197,600)
3. The increase in Nursing Income is due to an anticipated increase enrollment of 195 (\$105,500), plus an increase in fees previously approved by the Board effective winter quarter 1975-76 (\$2,500).	108,000
4. The increase in Study Abroad Programs is due to a change in policy to allocate \$130 fee income per student to study abroad. Anticipated students studying abroad are 140.	<u>18,200</u>
Total	\$ (53,400)

Osteopathic College - Increase \$418,500

1. 2% Reduction by Governor in fiscal year 1975-76 which is not applicable to 1976-77.	\$ 3,500
2. Developmental appropriation increase contained in H.B. 155.	320,000
3. Student fees and application fees due to projected enrollment of 24 students fall quarter 1976-77.	45,000
4. Anticipated clinical patient services.	<u>50,000</u>
Total	\$ 418,500

Beginning Balances - Decrease \$(205,426)

It is anticipated that there will be no significant fund balances at June 30, 1976. Whatever balance materializes will go to the 1976-77 Reserve (unappropriated) and/or previously designated accounts (appropriated). This budgeting practice is consistent with past practices.


William L. Kennard

xc. Taylor Culbert, Provost
John F. Milar, Vice President and Treasurer

PROGRAM CHANGES
Reduction in Activity or Increased Income

Provost

1. Library

- Archives activity will continue at a reduced pace.
- Progress on the Ohio Network of American History Research Centers will be slowed (assembly of county documents).
- Curtail the hours the Library is open at times of lowest usage. It would be open 92 hours per week.
- Transfer instruction in Library Science courses to College of Education.
- Curtail hours the Children's Library is open to Monday, Wednesday, and Friday, one to five p.m. This change requires better scheduling by users.
- (See related Library item under Program Increases)

2. Learning Resources Center

- Lengthening of response time - some reduction in service.

3. Academic Colleges

- Reductions in staffing (FTE faculty, civil service support staff, supported graduate students) based upon effort to render the staffing levels in all academic units more equitable in the light of anticipated student enrollments:

- Arts and Sciences - 19 FTE
- Education - 6 FTE
- Fine Arts - 5 FTE

(See related item - program increases for colleges).

Vice President and Treasurer

1. Office of Vice President and Treasurer

- Reduction in staff as consequence of new administrative structure.

2. Controller

- Staff reduction. Office will continue to function with smaller staff.

3. Development

- Expense assigned to Ohio University Fund.

4. Athletics

- Shift in Funding - increased season ticket sales and private support.
- Sports clinics and workshops handled by assignment rather than by extra payment.
- Assignment of funds and costs to instructional program (HPER) in accord with existing policy.

5. Computer Center

- Reduction in staffing, with possible modification of equipment. If an IBM 158 can be acquired at the same level of expenditure as we currently sustain for computer hardware and software, our machine capability will be increased by a factor of $2\frac{1}{2}$.

Vice President for Academic Services

1. Office of the Vice President

- Reduction of staff as consequence of new administrative structure. Provisions have been made for the Office of the Dean of Students.

2. Admissions

- Application fee increased from \$20.00 to \$25.00, keeping us in line with other state-assisted universities.
- Shift in emphasis to those activities that have proven to be most effective, with reductions in support for alumni representation and recruitment program, reduction in cost (but not effectiveness) of telephone follow-up program, and reduction in those area receptions that have in the past not proven to be effective.

3. Registration, Records, and Scheduling

- Increase of charge for a transcript.
- Increase of charges for registration changes.
- Reduction in staffing but continuation of services through redistribution of work assignments.

4. Health Services

- Reduction in staff as result of adoption of more efficient administrative procedures. No reduction in quality or scope of services.
- Slight increase in charges for services.

5. Financial Aids and Scholarships

- Reduction in scholarship awards by \$10,000 with increase of work-study matching funds by \$30,000. Net effect is to increase support for needy students and, overall, to increase total funds available for financial aids awards.

6. Placement

- Reduction of $\frac{1}{2}$ civil service position.
- Increase fees assessed for services.
- Partial reduction in acquisition of placement reference works and materials. Collection will be kept current.

7. Student Life

- Reduction of student employment budget in Office of Student Life.
- Reduction of allocation to CAC, USAC, and SGB.
- Reduction in size of undergraduate student handbook (entitled "Inside Ohio University").

8. Office of Judiciaries

- Eliminate as separate unit and combine with Office of Legal Affairs. No reduction in services will result; in fact, the combined office will offer greater flexibility to meet peak demands.

Vice President for Administrative Services

1. Personnel Office

- Staff reduction.
- Sick leave control and employee evaluation shifted to department heads.
- Individual counseling on insurance and annuity plans at the local level is reduced.
- Monitoring of unemployment compensation claims is reduced.

2. Materials Management and Purchasing

- Mail: collection and delivery reduced to one a day.
- Stores/Receiving: staff reduction and increase in mark-up on items.
- Purchasing: staff reduction but continuation of the function.

3. Legal Affairs

- Combined with Office of Judiciaries with reduction in Civil Service support for the combined office as compared with two separate offices.

4. Security

-- Reduction in coverage per shift.

5. Baker Center

-- Food service shifted to Auxiliary Enterprise Operation.

6. Physical Plant

-- Shift of positions to Auxiliary Enterprise Operation.

-- Reduction in Staff, resulting in increase in square footage serviced by each worker.

Vice President for Regional Higher Education

1. Telecommunications

-- Reduction in staffing, but continuation of existing radio (both AM and FM) and TV stations.

PROGRAM CHANGES

IMPROVEMENT, NEW PROGRAM, ESSENTIAL SUPPORT

1.	<u>Library</u>	\$65,000
	-- 20% increase to acquisition budget	
	-- additional \$50,000 will be provided from restricted income - total increase in acquisitions \$115,000	
2.	<u>College of Engineering</u>	\$24,000
	-- 2 faculty positions to reflect enrollment growth	
3.	<u>College of Communication</u>	\$24,000
	-- 2 faculty positions to reflect enrollment growth	
4.	<u>Center for International Studies</u>	\$15,000
	-- directors of graduate programs will be given released time (1 FTE)	
5.	<u>Honors Tutorial College</u>	\$16,500
	-- Increased enrollment	
6.	<u>Nursing Program</u>	\$240,000
	-- Budget shift from rotary funding to regular general fund support - growth in enrollment	
7.	<u>Publication Budget</u>	\$24,000
	-- Correction for underfunding to reflect increased costs of catalogues and bulletins	
8.	<u>Criminal Justice Program</u>	\$13,000
	-- Half-time director and half-time secretary for a new program	
9.	<u>Research and Creative Activity</u>	
	-- Research Committee (10% increase in funds)	\$ 5,000
	-- Research Support (47% increase)	\$ 8,000
	-- Graduate Student Research Fund	\$ 2,000
	-- <u>Ohio Review</u>	\$ 4,000
10.	<u>Increase in matching funds for work-study</u>	\$30,000
11.	<u>WICA</u>	\$ 8,000
	-- Half-time track coach plus additional program support	
12.	<u>Intramurals</u>	\$ 7,000
	-- To permit further expansion of activities	

13. New Programs Supported

- For implementation in 1976-77 - No additional support required for implementation (if review by the Curriculum Council, Trustees, and Regents approves establishment of these programs).
- MS in Management
- MA in Public Administration
- MA in Social Science
- Minor in Business Administration for majors in other colleges
- Writing minor in English
- BA in International Studies
- BS in Engineering
- Major in Forensic Chemistry
- Study Abroad in Quebec
- BA and MA in Art
- Association with Foreign Universities

14. Programs Carried Forward for Further Discussion and Study

- Administrative Intern Program
- Programs for Geographic Systems Analysts and Cartographic Specialists
- Continuing Professional Development Center (Psychology)
- Small Business Administration Major
- Arts Management (Business Administration and Fine Arts)
- Health Care/Hospital Administration (Business Administration and Communication)
- MED in Educational Media
- Mining Systems Engineering
- Art Therapy Program
- Master of Music in Jazz Studies
- MA in Comparative Arts
- Research Development
- Internal Auditor
- Occupational Health Program
- Financial Aid Management Information System
- Computerization of Stores/Receiving

CENTRAL POOL CHANGES FOR 1976-77

1. Unemployment Compensation will be reduced because of fewer layoffs and terminations.
2. Capital Improvements - same.
3. PERS Back Credit - increased eligibility for these funds prompts increased amount.
4. Medicare - same.
5. Legal Counsel - anticipate reduced usage of legal counsel.
6. Rental Properties - rates will be increased.
7. General Expense - same.
8. Educational Benefits for employees will continue to decline in usage because of fewer personnel.
9. Retirees' Sick Pay - same.
10. University Memberships - increased rates for institutional memberships.
11. Administrative Senate - same.
12. President of 1699 - salary increase.
13. Lindley Hall - same.
14. Public Information - same level of activity as current year, increase is product of salary increases and a current year adjustment to the budget.
15. Ombudsman - the Ombudsman will also teach next year and an appropriate amount of the salary will be transferred to the academic department.
16. Overhead Return - the increase represents the second of three steps taken to fully implement the policy.
17. Group Insurance - the amount is related to usage of the policy and the rates, both of which are increasing.
18. Utilities - despite substantial reductions in usage, the amount expended still increases because of major rate increases.

CENTRAL POOL FOR 1976-77

	1975-76 Budget Base	Decreased Activity	Proposed Budget 1976-77	Budget Change
Unemployment Compensation	136,222.		100,000	(36,222)
Capital Improvement	75,865.		75,000	(865)
ERS Back Credit	3,000.		6,000	3,000
Medicare	2,000.		2,000	
Legal Counsel	25,000.		18,000	(7,000)
General Properties	39,000.		43,000	4,000.
General Expense	21,000.		21,500	500.
Educational Benefits	474,000.		450,000	(24,000)
Employees	107,000			
Children of Employees	146,000			
Spouse of GA's	42,000			
GA's Summer	179,000			
Retirees Sick Pay	8,000.		8,000	
University Memberships	10,000.		15,500	5,500.
Administrative Senate	9,000		9,000	
Resident of 1699	12,000.		13,500	1,500
Bradley Hall	10,000.		10,000	
Public Information*	297,000.	(8,825)	307,000*	10,000*
Ambudsman	35,796.		17,000	(18,796)
Overhead Return	30,000.		60,000	30,000
Group Insurance	(80,000)		(60,000)	20,000
Utilities	1,347,000.		1,450,000	103,000
TOTAL	2,454,883.	(8,825)	2,545,500	90,617

OHIO UNIVERSITY
Utility Budget Projection FY 1976-77

<u>Utility</u>	<u>Object Code</u>	<u>FY 74-75 Actual</u>	<u>YTD FY 75-76</u>	<u>Projected Expenditure FY 75-76</u>	<u>Projected Expenditure FY 76-77</u>	<u>Variance From FY 75-76</u>
Facility Rental	642	\$ 600	\$ 400 ⁵	\$ 600	\$ 600	\$
Coal ¹	651	361,251	220,570 ⁵	365,044	367,800	2,756
Gas ²	652	102,204	64,826 ⁵	87,613	80,800	(6,813)
Power ³	660	711,175	429,964 ⁶	768,914	876,600	107,636
Water & Sewage ⁴	670	<u>91,311</u>	<u>66,113⁶</u>	<u>131,852</u>	<u>164,800</u>	<u>32,948</u>
TOTAL		\$1,266,541	\$781,873	\$1,354,023	\$1,490,600	\$136,577

Footnotes:

1. Coal: Assumes Clippinger on line 11-1-76; Coal price \$24/Ton; Estimated Consumption 15,200 Tons and Clippinger addition; Grosvenor not included
2. Gas: Assumes Clippinger heating off gas 11-1-76; Average rate increase of 15%; and Clippinger addition; Grosvenor not included
3. Power: Assumes moderate increase in fuel cost adjustment; assumes 11% average rate adjustment over current 9%; includes Porter A/C and Clippinger addition; Grosvenor not included
4. Water & Sewage: Assumes Clippinger not renovated; Assumes 25% rate increase and assumes moderate volume increase; Grosvenor not included
5. Covers period 7-1-75 through 2-29-76
6. Covers period 7-1-75 through 1-31-76

February 27, 1976

OHIO UNIVERSITY
INTER-OFFICE COMMUNICATION

DATE March 10, 1976

TO Jim Perotti

FROM Jim Hartman

SUBJECT Listing of Proposed Fee Increases (1976-77)

	<u>Proposed Increase</u>	<u>New Income</u>
1.	Increase in Admissions Office application fee from \$20 to \$25.	\$35,000
2.	Increase in Student Records Office transcript fee from \$1 to \$2.	\$30,000
3.	Increase in Office of Registration change order fee from \$2 to \$4.	\$10,000
4.	Increase in fees for services in Unified Health Services.	\$ 8,200
5.	Income to proposed rotary increase from \$.50 to \$.75 for service charge for Student Financial Aids emergency short-term loan program.	\$ 2,300
6.	Increase in student subscription price to Artist Series from \$4 to \$6. Increased prices on single admission tickets according to cost of programs.	* not determined (dependent on rate of sales)
7.	Increase in Placement fee from \$10 to \$12, and increase in extra credential fee from \$1 to \$2.	\$ 3,500
	TOTAL NEW INCOME	\$89,000

I. FACULTY COMPENSATION 1976-77

A. A pool of \$1,200,000 has been established for improvement of the compensation of continuing faculty members; this amounts to a 10% improvement in the overall compensation of continuing faculty. The range will be from 5 - 15%. The pool has been divided into two parts as indicated below:

1. New minima. Adjustment for such items as affirmative action, internal consistency, and insurance variance will be made later. 1.25%
2. There will be a compensation improvement pool of 8.75% for continuing faculty members. No continuing faculty member will receive less than a 5% increment nor more than a 15% increment. Those faculty members who were promoted effective fall of 1976 will receive an increment of not less than 8.75%. 10.00%

The 8.75% pool will be established at this time for each college. If faculty in the base subsequently resign or go on leave, the portion of the raise pool planned for these persons cannot be reassigned to the remaining persons.

B. New Faculty Salary Schedule

<u>1975-76 Minima</u>	<u>% Increase</u>	<u>1976-77 Minima</u>
Professor \$15,000	15	\$17,250
Associate \$12,500	15	\$14,375
Assistant \$10,000	15	\$11,500
Instructor \$ 9,000	15	\$10,350
Lecturer \$ 9,500	15	\$10,925

II. ADMINISTRATIVE COMPENSATION 1976-77

A pool of \$300,000 has been established for improvement of continuing administrative personnel; this amounts to slightly over a 6% improvement in the overall compensation for continuing personnel. The range will be from 0 - 15%.

Proposals for distribution of compensation improvement are under discussion. The actual division of the pool will probably include: (1) individual review and comparison with other institutions for all salaries over \$25,000. Where there is comparable data the salaries will be related by position and type of institution; (2) adjustments on either a fixed dollar or percentage basis for salaries under \$25,000; (3) a pool to correct inequities; (4) a pool to fund salaries reflecting individual review of performance.

III. CIVIL SERVICE COMPENSATION 1976-77

The mandated Civil Service raises were implemented January 1, 1976. The full year for the new salary levels is budgeted for the next fiscal year. In addition, step increases are provided in the budget. The total additional costs for the next budget year are estimated at \$495,000.

SUMMARY COMPARISON

	1975-76 Budget Base	Activity Reduction	Civil Service Raises	Faculty and Admin. Raises	Program Modifications	TOTAL
President	202,982		2,660	6,638		212,280
Provost	20,962,185	(457,721)	221,337	1,313,705	491,500	22,531,006
VP and Treasurer	2,909,335	(103,158)	112,937	57,115		2,976,229
VP Academic Services	3,041,615	(91,839)	93,354	55,851		3,098,981
VP Administrative Services	4,500,000	(478,226)	284,320	35,306		4,341,400
Central Pool	2,454,883	(8,825)	11,354	13,188	74,900	2,545,500
Telecommunications	438,000	(22,839)	7,069	17,822		440,052
Reserve	96,816				115,249	212,065
Civil Service Payroll	238,000		(238,000)			
Expense Reduction	(319,000)	319,000				
Fee Increase Adjustments	35,000	(35,000)			12,900	12,900
Program Improvements					224,000	224,000
TOTAL	34,552,816	(878,608)	495,031	1,499,625	918,549	36,594,413
College of Medicine	171,500					590,000
Appropriations	64,866					
Incremental Expenses	397,200					103,800
Transfer of Cost from RHE						(56,000)
TOTAL	35,193,382					37,232,213

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